

Iowa Communications Network Facts – FY '09

<http://www.icn.state.ia.us/>



General Information

Address: Grimes Building
400 East 14th Street
Des Moines, IA 50319

Workforce Data (unless otherwise noted, information provided is at the end of FY '09)

# FT EEs: 86	# PT EEs: 0	# Temporary EEs: 0	Average Length of Service: 11.88
Span of Control: 10.63	% Performance Evaluations Completed: 98.84%	Total Unemployment Insurance Claims: 0	

Employee Age Groups				Supervisor Age Groups				Females		Males	
<25	0	45-54	25	<25	0	45-54	4	# of Females:	32	# of Males:	54
25-34	6	55-64	20	25-34	0	55-64	2	% of WF:	37.21%	% of WF:	62.79%
35-44	33	65+	2	35-44	2	65+	0	Average Age:	47.68	Average Age:	47.14
Employee Average Age: 47.34				Supervisor Average Age: 50.46				Average Length of Service: 13.28		Average Length of Service: 11.04	

Minorities		Breakout of Minorities		Non-minorities	
# of Minorities:	9	# of African-American:	2	# of Non-minorities:	73
% of Workforce:	10.47%	# of Asian:	4	% of Workforce:	84.88%
Average Age:	43.63	# of American Indian:	0	Average Age:	47.72
Average Length of Service:	8.25	# of Hispanic or Latino:	3	Average Length of Service:	12.11

Persons With Disabilities		Persons With Non-Disabilities	
# of Persons With Disabilities:	2	# of Persons With Non-Disabilities:	75
% of Workforce:	2.33%	% of Workforce:	87.21%
Average Age:	62.26	Average Age:	46.46
Average Length of Service:	25.18	Average Length of Service:	11.34

Officials/Administrators EEO Category 1: 18	Professionals EEO Category 2: 54	Technicians EEO Category 3: 11	Protective Service: Sworn EEO Category 4: 0
Protect. Serv.: Non-Sworn EEO Category 5: 0	Administrative Services EEO Category 6: 1	Skilled Craft EEO Category 7: 2	Service/Maintenance EEO Category 8: 0

Separation Rate: 3.59%	Hire Rate: 4.79%	Number Hires: 4	Transfer In: 0
Retirements: 1 (was not SLIP)	All Terminations: 1	Voluntary Quits: 0	Transfer Out: 1

# of Classes Used: 36	Most Populous Classes: Telecommunications Specialist (7), Tele Tech Ent Exp (7), Tele Spec Senior (6)		
Separations - By Class:	Telecommunications Eng (2), Executive Officer 2 (1)		
# Eligible for Retirement:	14 in the next 5 years	% Eligible: 16.28%	

Leave and Benefits (unless otherwise noted, information provided is at the end of FY '09)

Vacation Payouts: \$1,060.36	Sick Leave Payouts: \$2,000.00	Annual Payroll: \$6,526,739	Avg. Base Salary: \$73,087.05	Overtime Days Worked: 205.6
Overtime Cost: \$68,206.80	Reassignment Pay: \$0	Recruitment Bonus Pay: \$0	Retention Pay: \$0	Exceptional Job Performance Pay: \$0
Workers' Comp Payouts: \$0	Vacation Pay - Earned Value: \$480,580.93	Vacation Days Earned: 1,746.1	Vacation Used Expense: \$421,628.44	Vacation Days Taken: 1,516.4
Workers' Comp Days Used: 0	Sick Leave Days Earned: 1,488.5 Sick Leave -Earned Value: \$402,342.51	Reg. Sick Leave Used Expense: \$188,631.08	Reg. Sick Leave Days Used: 717.0 Avg. Sick Leave Days Per EE: 8.34	Converted Sick Leave To Vacation Days Used: 274.0 Converted Sick Leave To Vacation Used Expense: \$84,800.80
Injury Leave Used Expense: \$0	Injury Leave Days Used: 0	Classification Appeals: 0	<u>Reclassifications</u> Up (Filled): 1 Up (Vacant): 0 Down (Filled): 0 Down (Vacant): 0 Lateral (Filled): 4 Lateral (Vacant): 0 Approx. Annual New Cost of Reclassified Positions:* \$19,458.40	<u>Grievances</u> Contract Grievances: 0 Disciplinary: 0 Language: 0 Non-Contract Grievances: 0 Disciplinary: 0 Language: 0 Arbitrations: 0
Funeral Leave Used Expense: \$11,701.92	Funeral Days Used: 38.5	Extraordinary Pay: \$0		
Jury Leave Used Expense: \$1,929.54	Jury Leave Days Used: 6.1	Special Duty Pay: \$0		

* based on difference between average of old and new pay grade FY '09. Vacancies and laterals were not calculated into the "cost."

Affirmative Action (Underutilization [UU] and Gains/Losses)

Females: Begin of Year (FY '09) UU: 4	Minorities: Begin of Year (FY '09) UU: 0	PWD: Begin of Year (FY '09) UU: 6
Gains/Losses (FY '09): 0	Gains/Losses (FY '09): 0	Gains/Losses (FY '09): 0
End of Year (FY '09) UU: 4	End of Year (FY '09) UU: 0	End of Year (FY '09) UU: 6

Sources: AS400 Queries; "Just the Facts for FY'09" Almanac; Department of Management; DAS-HRE Labor Relations Team and DAS-HRE Personnel Officers.

Date of Completion: December 2009